



May 20, 2014

Mr. David Cooke

RE: Employment Offer – City Manager Fort Worth, Texas

Dear David,

The purpose of this letter is to confirm the action of the City Council on May 20, 2014, and to formally offer you the position of City Manager of the City of Fort Worth. This letter contains a number of important items that we would like to review with you.

As Fort Worth City Manager, your base pay, if annualized, will be \$315,000. Your anticipated starting date will be June 30, 2014. As a condition of employment, you must reside within the City limits of Fort Worth.

As City Manager, you will be provided with all standard City of Fort Worth employee benefits. Under separate cover, the Director of Human Resources, Brian Dickerson, will send these to you very shortly. In addition, you will also immediately begin accruing compensatory time. All work done prior to your official start date may be counted as compensatory time, as well as any time over 40 hours/week after you start.

Regarding your relocation, the City will ask you to provide two moving company bids to be submitted to the Director of Human Resources who will inform you of the mover that has been selected. If you have a strong preference for one moving company over another, please discuss this with Brian.

You will also be provided a \$2,500 monthly housing allowance during the first six months of employment and up to six round trips from Fort Worth to Raleigh.

The relocation benefit extended to you will include the full insurance of all of your household goods and effects that will be packed in Raleigh, North Carolina, moved in transit to Fort Worth, Texas where they will be unpacked by the moving company. In addition, the City will pay for the moving of two household vehicles from Raleigh, North Carolina to Fort Worth, Texas at 50 cents per mile. Please note that the sale and purchase of your home will be your responsibility.

In addition to all of the benefits, the City will extend to you a \$7,200 (\$600 per month) annual car allowance. You will also be provided free parking in a city garage.



BETSY PRICE, MAYOR

THE CITY OF FORT WORTH • 1000 THROCKMORTON STREET • FORT WORTH, TEXAS 76102
817-392-6118 • FAX 817-392-2409

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We are still working out the details on club memberships for you, but we can assure you that you will be provided a membership to The Fort Worth Club, the oldest downtown private club. The City will pay your monthly dues but you will be responsible for any personal expenses that you incur. We are also talking to one other downtown private club, as well as, one country club regarding the possibility of extending to you additional club benefits.

You will also be reimbursed for professional memberships in ICMA and the Texas City Management Association.

As part of your offer of employment, we will also provide you with a severance agreement that will extend to you \$315,000 if at any time during your employment with the City of Fort Worth that you are terminated on a "Not for Cause" basis. Alternatively, this will not include a severance benefit if there is at any time a "For Cause or Willful Misconduct" termination. This offer letter does not constitute a contract or guarantee of continued employment with the organization.

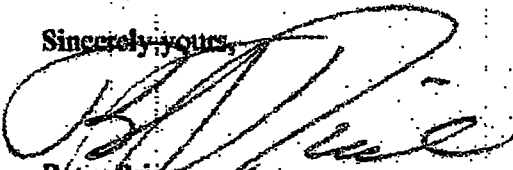
Regarding our desire to have you start on June 30, this will allow you to work for essentially two weeks without a City Council meeting that would normally occur on July 1 and July 8. We believe this will allow you an opportunity to spend more time working with the Assistant City Managers and your department heads and become adjusted to City Hall.

We look forward to hearing from you regarding your acceptance of this offer, David, and would prefer that we learn your decision no later than Friday, May 23, 2014. Please acknowledge that you have read this thoroughly and agree to the terms by signing this letter at the bottom and returning it to Ben Perryman.

The City Council and I look forward to working with you, as you become the Chief Executive Officer of the City of Fort Worth, in these challenging and exciting times. The opportunities seem endless and we feel confident that you can provide the leadership necessary to take full advantage of them.

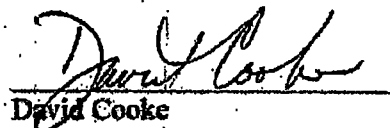
Please note that this offer is contingent upon the successful completion of a background check.

Sincerely yours,



Betsy Price
Mayor, City of Fort Worth

Acceptance:


David Cooke

5/21/2014
Date